

OFFICE OF LEGISLATIVE RESEARCH  
PUBLIC ACT SUMMARY



**PA 14-128—sHB 5269**

*Commerce Committee*

*Labor and Public Employees Committee*

**AN ACT CREATING PARITY BETWEEN PAID SICK LEAVE  
BENEFITS AND OTHER EMPLOYER-PROVIDED BENEFITS**

**SUMMARY:** This act changes the method for determining if a nonmanufacturing business must provide paid sick leave to certain employees. Under prior law, it had to provide the leave if it employed 50 or more people in Connecticut during any of the previous year's quarters. It had to determine if it exceeded this threshold by January 1 annually based on the quarterly reports it submits to the labor commissioner. Under the act, the business must determine if it meets the annual 50-employee threshold based on the number of employees on its payroll for the week containing October 1.

The act also prohibits the business from firing, dismissing, or transferring an employee from one job site to another to come under the 50-employee threshold. Workers aggrieved by such practices may file a complaint with the labor commissioner, as the law allows.

The act changes the timeframe for accruing paid sick leave. Under prior law, employees accrued one hour of sick leave for every 40 hours worked per calendar year. Under the act, they accrue one hour of paid sick leave for every 40 hours worked during whatever 365-day year the business uses to calculate employee benefits. This allows the employer to start the benefit year on any date, rather than only on January 1. The act makes conforming changes.

Additionally, the act extends to radiologic technologists the same right to paid sick leave the law already grants to other service workers in specified occupational categories. As under the law for other covered service workers, eligible radiologic technicians must:

1. work for a covered employer;
2. be paid on an hourly basis or subject to the federal Fair Labor Standards Act's minimum wage and overtime requirements (which generally cover hourly wage employees, but not salaried managers and professionals); and
3. follow the law's requirements for accruing and using the leave.

**EFFECTIVE DATE:** January 1, 2015

OLR Tracking: JR:LH:JKL:am